

Charlie Kling

charlie_kling@gmail.com | 1-892-832-4054 x5131 | North Merlinbury, Bolivia | https://linkedin.com/in/Charlie_Kling37

TECHNICAL SKILLS

Talent

Recruitment • Onboarding

Operations

Payroll Coordination • Benefits Administration

People Practices

Performance Management • Succession Planning • Employee Relations • L&D

Compliance

Employment Law • GDPR • Workplace Investigations

PROFILE

Proven HR Manager experienced at scaling teams and processes across startup, comfortable working cross-functionally.

WORK EXPERIENCE

HR Manager — Lakin Inc (2024 - 2025)

- Led recruitment for 136 roles across EMEA/US, reducing time-to-hire by 10%.
- Managed complex employee relations issues and maintained compliance with local employment law.

Talent Acquisition Manager — Von LLC (2014 - 2023)

- Led recruitment for 139 roles across EMEA/US, reducing time-to-hire by 17%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 6%.

HR Business Partner — Heaney, Ryan and Welch (2018 - 2018)

- Led recruitment for 172 roles across EMEA/US, reducing time-to-hire by 19%.
- Managed complex employee relations issues and maintained compliance with local employment law.

PROJECTS

commixor vesco uredo - Visionary regional standardization

acquiro astrum tredecim - Devolved systemic complexity

recusandae vicissitudo carbo - Proactive systematic open architecture <https://potable-premium.com/>

EDUCATION

B.A. Business Administration, Rogahn - Tillman College (2017)

CERTIFICATIONS

- CIPD Level 5/7